

**Memorandum of the Meeting
Regular Study Session/Meeting
Twenty-Sixth Town Council of Highland
Monday, December 05, 2011**

The regular study session of the Twenty-Sixth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the plenary meeting chambers on **Monday, December 05, 2011** at the time of 7:05 o'clock p.m.

Silent Roll Call: Councilors Dan Vassar, Bernie Zemen, Mark Herak, Konnie Kuiper and Brian Novak were present. A quorum was attained. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings.

Others present: Cecile Petro, Redevelopment Director; Ed Dabrowski, IT Director; and Katy Dowling, Deputy Clerk-Treasurer were also present.

Ann Cottongim, IACT Deputy Director/CFO and Operations Director of the IACT Medical Trust; and Gary Henriott, CPCU, CEO/Chairman of the Henriott Group; were also present.

General Substance of Matters Discussed

1. The Town Council and the Clerk-Treasurer discussed with representatives from the IACT Medical Trust regarding the group health insurance plan in which the Town participates.

The Town is a charter member of the plan. The discussion regarded the announced premium increase to 14.2% for the current plans for the Town. The current plans used by the Town are Plan and Plan F.

It was noted that the increases over the three years beat the overall trend in the health insurance premiums. The discussion included Wellness incentives and moving this way. It was noted that the Town was entering its third year of the three year commitment, ending in December 31, 2012.

The discussion included concerns regarding the timing of premium increases that would likely be experienced in order to inform the budget process. It further included the extent to which the cost curve would be controlled and whether or not future increases would be less than the regular market or would begin to rise as the outside markets for this insurance. It was noted that the genuine eventual goal would be to have single digits increases.

The discussion turned to engaging the workforce in wellness programs, with only 20% participating. It was noted that many designs includes a carrot and stick approach. Most of the Trust's approaches so far have been carrot alone, it was suggested. The Deputy Clerk-Treasurer also described the current incentive for the Wellness Plan just adopted and soon to be underway. She further noted that 60% are now enrolled and signed up.

It was noted that "banding" may be employed to reward certain participants' results.

The IACT people departed at this time.

2. The Redevelopment Director presented the application for Tax Abatement filed by Fred Terpstra for the construction of the Culver's Restaurant at the location of southwest corner of Ridge Road and Cline Avenue. Mr. Terpstra is a franchisee and seeks a 10-year property tax abatement as well as any other cost incentives that may be available. The address of the location is 3950 Ridge Road, Highland, Indiana.

It was noted that since this is a retail establishment it requires a recommendation from the Economic Development Commission.

The Town Theater. The Redevelopment Director discussed the needs of the Town Theatre, for which the Redevelopment Department has an option, under tax sale. The issue is to affect a

light roof repair to try to conserve the property while the issues regarding ownership are settled. The Redevelopment Director also discussed the need to protect the facade. The Redevelopment Director also reported that the owner has given her permission to make the repair but the owner is not been willing to sell. The property address is 8616 Kennedy Avenue, Highland, Indiana.

It was noted further that the owner is a resident of nursing home and communication has been difficult particularly in regards to purchase.

The Redevelopment Director departed at this time.

3. The Town Council discussed the rescheduling of the meeting last plenary business meeting of the year from Monday, December 26 to Tuesday, December 27 2011. This would be added to the agenda for Monday's December 12 meeting to support action.
4. The Deputy Clerk-Treasurer discussed with the Town Council a modest outreach campaign to the workforce as part of the Lake Area United Way. As described, the Town Council did not object to the Deputy Clerk-Treasurer moving forward.
5. The Town Council met with the IT Director regarding his desire to explore changing the internet speed and access from the current AT&T and moving to COMCAST. The IT Director indicated that he believed he could achieve a savings from his experience in Griffith.

He further noted that he was seeking a renewal of his contract for services with the Town and noted that he was being paid \$2,750 per month for the last several years.

The Town Council discussed the website and the desirability to update the website presence.

The Clerk-Treasurer also noted that there can be no service interruptions and the need to have no impact on operations or the phone service as an integrated system in a wide area network.

The Town Council President departed at this time owing to his work commitment.

6. The Town Council discussed a policy deliberation at the Parks and Recreation Department regarding establishing a minimum age of 10 for memberships at the newly constructed Fitness Center. The discussion included further request for allowing alcoholic beverages at newly constructed hall for certain rentals.
7. The Town Council discussed the construction of the Soccer Fields at the Kleinman Avenue site for Sheppard Memorial Park. It was noted that there is excavation currently going on.
8. The Town Council discussed traffic light at Ridge Road and US 41 regarding traffic back-ups owing to the reconstruction and lowering of the bridge for US Highway 41 between Ridge Road and the Little Calumet River.
9. The Town Council discussed the possibility of amending the public relations account in the Office of the Town Council to have specific instructions on when a memorial of flowers may be sent and for whom. The Town Council was advised by the Clerk-Treasurer that the Town Council can by ordinance authorize this under home rules.

There being no further business to be discussed by the Town Council, the regular study session of the Town Council of **Monday, December 05, 2011**, was adjourned at 8:49 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA
Clerk-Treasurer